Ref. No: SRC/TS/HRCOH/3/25

Hon. Justine Muturi
Speaker to National Assembly and
Chairman, Parliamentary Service Commission
Parliament Buildings
NAIROBI

Dear

RE: REMUNERATION AND BENEFITS FOR STATE OFFICERS IN PARLIAMENT


In exercise of the powers conferred by Article 230 (4) (a) of the Constitution of Kenya 2010, the Salaries and Remuneration Commission confirms having set on 1st March, 2013 and further reviewed the Remuneration and Benefits of all State Officers serving in Parliament as follows:

A. REMUNERATION AND BENEFITS OF ALL STATE OFFICERS IN PARLIAMENT

<table>
<thead>
<tr>
<th>State Officer</th>
<th>Total Gross Monthly Remuneration Package (Kshs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaker of the National Assembly</td>
<td>990,000 x 82,500 p.a. – 1,072,500 x 82,500 p.a. – 1,155,000 x 82,500 p.a. – 1,320,000</td>
</tr>
<tr>
<td>Speaker of the Senate</td>
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<tr>
<td>Deputy Speaker of the National Assembly</td>
<td>792,000 x 66,000 p.a. – 858,000 x 66,000 p.a. – 924,000 x 66,000 p.a. – 1,056,000</td>
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<tr>
<td>Deputy Speaker of the Senate</td>
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<tr>
<td>Leader of Majority</td>
<td>532,500 x 44,375 p.a. – 576,875 x 44,375 p.a. – 621,250 x 44,375 p.a. – 665,625 x 44,375 p.a. – 710,000</td>
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<tr>
<td>Leader of the Minority</td>
<td></td>
</tr>
<tr>
<td>Chairpersons of committees</td>
<td></td>
</tr>
<tr>
<td>Members of Speaker’s Panel</td>
<td></td>
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<tr>
<td>Chief Whips</td>
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<tr>
<td>Minority Whips</td>
<td></td>
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<tr>
<td>Member of the National Assembly</td>
<td></td>
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<tr>
<td>Member of the senate</td>
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</table>
2. **Service Gratuity:** Payment of Service Gratuity to be advised at a later date by the Salaries and Remuneration Commission.

3. **Accommodation and Subsistence Allowances (Per Diem):** To be paid at existing rates pending review by the Salaries and Remuneration Commission.

4. **Security:** To be provided as advised by the Inspector General, National Police Service.

5. **Car Grant:** A State Officer serving in Parliament shall be entitled to a Car Grant of up to a maximum of Kenya shillings five million (Kshs.5 million) once in a parliamentary term.

6. **Mileage Allowance:** The Mileage Allowance and Claim is to be calculated based on AA rates and the distance to the Members’ home. The Allowance is payable in two components namely:

   (i) **Car Maintenance Allowance:** To be paid at the rate of Kenya Shillings Three Hundred and Fifty Six Thousand and Five Hundred and Twenty Five (Kshs.356,525 pm) per month (capped at AA rate of Kshs.109.8 x 750 km x 52 weeks ÷ 12);

   (ii) **Mileage Allowance:** This is a claimable allowance for State Officers who travel beyond the 750 kilometres stated above and shall be paid at applicable AA rates.

7. **Medical Scheme:** Annual Medical cover shall be provided per family for self, spouse and up to four children below twenty five years, who are fully dependent on the Members of Parliament and all other Parliamentary State Officers as follows:

   - **Inpatient**
     - Kshs. 10 million
   - **Outpatient**
     - Kshs. 300,000
   - **Maternity**
     - Kshs. 150,000
   - **Dental**
     - Kshs. 75,000
   - **Optical**
     - Kshs. 75,000

8. **Medical Ex-gratia:** Parliamentary Service Commission (PSC) to determine and approve ex-gratia requests and notify the Salaries and Remuneration Commission (SRC) on such payment.

9. **Airtime:** Airtime for Members of Parliament shall be provided as follows:

   (i) The Speaker of National Assembly and the Speaker of Senate: Kshs.15,000 per month.

   (ii) All other Members of Parliament: Kshs.10,000 per month.

10. **Group Life Assurance:** State Officers in Parliament shall be covered for a value equivalent to three times their annual basic salary.

11. **Group Personal Accident:** Members of Parliament and other Parliamentary State officers shall be covered for a value equivalent to up to three times annual basic salary.